M 23/988

Area Wage Survey
Macon-Warner Robins, GA
December 1988

U.S. Department of Labor
Bureau of Labor Statistics
Summary
January 1989

This summary presents results of a December 1988 survey of occupational wages and employee benefits in the Macon Metropolitan Statistical Area, which consists of Bibb, Houston, Jones, and Peach Counties. This is 1 of over 100 areas which the Bureau of Labor Statistics surveys annually or every other year at the request of the Employment Standards Administration of the U.S. Department of Labor for use in administering the Service Contract Act of 1965. In addition, the Bureau conducts more extensive studies of occupational wages and related benefits in 90 other areas throughout the United States. For information on these reports and other Bureau publications, contact any BLS regional office identified on the back page.

This study covered establishments employing 50 workers or more in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. A sample of 84 establishments employing 25,377 workers was selected to represent 193 establishments employing 38,098 workers in the area. Data collected in the sample of establishments were projected to represent all establishments within the scope of the survey.

Table 1 provides hourly earnings information on office and plant workers employed in selected occupations common to a variety of industries. Tables 2, 3, and 4 present information on paid holidays, vacation pay provisions, and insurance, health, and retirement plans for nonsupervisory production and related workers and office workers. (See table 5 for further information on the scope of the survey.)

Occupational classification was based on a uniform set of job descriptions designed to take account of variations in job duties among establishments. The job descriptions used in the survey are available on request.

Revised occupational descriptions are being introduced in this survey for computer operators. In addition, the maintenance, toolroom, and powerplant descriptions have been modified so that workers performing maintenance services for establishments other than their employing establishment are not automatically excluded.

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Table 1. Hourly earnings[1] of selected occupations in Macon-Warner Robins, GA, December 1988

Occupation[2]	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																				
		Mean	Median	Middle range	3.35 and under 3.50	3.50 – 4.00	4.00 – 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 – 16.00	16.00 and over
Secretaries	67	9.44	8.54	7.53–10.45	–	–	–	–	–	–	–	3	12	9	9	4	10	1	3	2	2	–	5	–	4	1	2
Secretaries I	21	8.10	7.56	7.41– 8.05	–	–	–	–	–	–	–	3	6	5	3	1	1	–	1	–	–	–	–	–	1	–	–
Secretaries II	13	9.47	8.25	– –	–	–	–	–	–	–	–	–	2	4	1	–	2	–	–	1	–	–	1	–	2	–	–
Secretaries III	30	10.10	9.22	8.18–11.49	–	–	–	–	–	–	–	–	4	–	5	2	6	1	2	1	2	–	4	–	1	1	1
Typists																											
Typists I	10	6.61	6.81	– –	–	–	4	1	–	–	–	–	–	–	–	3	2	–	–	–	–	–	–	–	–	–	–
Word processors	21	7.27	7.54	6.83– 8.03	–	–	–	2	3	–	–	1	4	5	2	1	3	–	–	–	–	–	–	–	–	–	–
Word processors I	15	7.01	7.33	5.13– 8.03	–	–	–	2	3	–	–	–	3	3	2	–	2	–	–	–	–	–	–	–	–	–	–
Key entry operators	51	7.18	7.26	5.80– 8.05	–	–	2	4	5	3	1	4	10	1	10	1	2	1	–	–	–	7	–	–	–	–	–
Key entry operators I	46	7.37	7.00	5.55– 8.05	–	–	2	4	5	3	1	4	10	–	8	1	1	–	–	–	–	7	–	–	–	–	–
File clerks	53	4.58	4.41	3.90– 4.98	–	15	12	14	8	3	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
File clerks I	31	4.19	4.05	3.90– 4.39	–	15	12	2	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Switchboard operators	16	7.16	6.40	5.85– 7.42	–	–	–	–	1	4	4	3	–	–	1	–	–	1	–	–	–	2	–	–	–	–	–
Computer operators	79	10.19	9.41	8.98–12.20	–	–	–	–	–	–	–	5	1	7	2	6	20	3	–	–	1	–	34	–	–	–	–
Computer operators II	61	10.45	12.20	9.05–12.20	–	–	–	–	–	–	–	5	1	5	–	1	13	3	–	–	1	–	32	–	–	–	–
Computer operators III	14	9.67	9.35	– –	–	–	–	–	–	–	–	–	–	–	–	5	7	–	–	–	–	–	2	–	–	–	–
Drafters	62	11.23	12.20	9.75–13.22	–	–	–	–	4	–	3	1	1	3	3	–	–	1	–	1	–	13	7	25	–	–	–
Drafters II	21	10.05	11.80	7.75–11.80	–	–	–	–	–	–	2	1	1	3	1	–	–	–	–	1	–	13	–	–	–	–	–
Drafters III	26	12.39	13.22	12.20–13.22	–	–	–	–	–	–	–	–	–	–	2	–	–	1	–	1	–	–	7	17	–	–	–
Electronics technicians	96	14.31	15.65	14.84–15.65	–	–	–	–	–	–	4	2	–	3	4	2	1	1	1	1	–	–	1	–	7	69	3
Electronics technicians III	21	15.71	15.69	14.70–15.69	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	7	11	*3
Maintenance electricians	117	13.02	14.11	12.00–14.38	–	–	–	–	–	–	–	–	–	–	2	–	9	1	3	3	1	–	32	1	51	14	–
Maintenance machinists	68	13.35	12.00	12.00–14.27	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	1	32	1	18	7	*7
Maintenance mechanics (machinery)	199	13.19	14.27	11.99–14.38	–	–	–	–	–	–	–	–	–	–	–	1	7	2	–	–	35	19	9	7	119	–	–
Motor vehicle mechanics	98	12.39	12.72	11.03–12.93	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	6	25	3	51	6	3	4	–
Tool and die makers	34	13.43	13.37	12.85–13.37	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	10	18	–	5	–
Stationary engineers	8	15.65	16.35	– –	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	1	1	–	–	*4
Truckdrivers	318	9.18	7.96	5.68–11.53	–	–	16	3	43	34	14	14	11	38	34	–	3	–	–	2	17	20	1	5	–	67	–
Truckdrivers, light truck	66	5.24	5.25	5.00– 5.25	–	–	16	–	40	–	2	–	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Truckdrivers, medium truck	108	11.60	15.76	5.68–15.76	–	–	–	3	3	34	2	2	–	–	–	–	–	–	–	–	–	–	1	–	–	63	–
Truckdrivers, tractor-trailer	91	10.08	10.65	9.45–11.53	–	–	–	–	–	–	1	8	–	–	33	–	3	–	–	2	15	20	–	5	–	4	–
Forklift operators	272	9.14	9.46	6.25–10.94	–	–	–	–	20	27	54	–	2	–	–	–	–	63	–	65	–	–	8	25	8	–	–
Janitors, porters, and cleaners	551	4.41	3.50	3.35– 5.25	255	34	32	57	92	37	4	1	9	5	5	9	–	10	–	–	1	–	–	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases—but not bonuses—under cost-of-living allowance clauses and incentive payments, however, are included. Hourly earnings reported for salaried workers are derived from regular salaries divided by the corresponding standard hours of work. The wages of learners, apprentices, and handicapped workers are excluded. The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—one-half of the workers receive the same as or more than this rate and one-half receive the same as or less than this rate. The middle range is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate. Middle ranges are not provided when fewer than 15 workers are reported.

[2] For occupations with more than one level, data are included in the overall classification when a subclassification is not shown or information to subclassify is not available.

* Workers were distributed as follows: 2 at $17.00 to $18.00; and 1 at $19.00 to $20.00.

* All workers were at $16.00 to $17.00.

* All workers were at $19.00 to $20.00.

Table 2. Annual paid holidays for full-time workers in Macon-Warner Robins, GA, December 1988

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid holidays	2	–
In establishments providing paid holidays	98	100
Number of holidays:		
1 holiday	1	–
3 holidays	1	(1)
4 holidays	1	(1)
5 holidays	18	5
Plus 1 half day	2	2
6 holidays	9	4
7 holidays	12	4
8 holidays	10	26
9 holidays	19	7
10 holidays	3	36
11 holidays	6	9
12 holidays	4	1
13 holidays	12	7
Average number of paid holidays where provided (in days)	8.1	9.1

[1] Less than 0.5 percent.

Note: Because of rounding, sums of individual items may not equal totals.

Table 3. Paid vacation provisions[1] for full-time workers in Macon-Warner Robins, GA, December 1988

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid vacations	1	–
In establishments providing paid vacations	99	100
Length-of-time payment	91	97
Percentage payment	8	3
By vacation pay provisions for:[2]		
6 months of service:		
Under 1 week	4	3
1 week	14	64
Over 1 and under 2 weeks	3	9
1 year of service:		
1 week	75	17
2 weeks	21	82
Over 2 and under 3 weeks	3	1
2 years of service:		
1 week	39	7
Over 1 and under 2 weeks	6	2
2 weeks	50	90
Over 2 and under 3 weeks	4	1
Over 3 and under 4 weeks	(*)	–
3 years of service:		
1 week	9	2
Over 1 and under 2 weeks	6	2
2 weeks	81	89
Over 2 and under 3 weeks	4	1
3 weeks	–	6
Over 3 and under 4 weeks	(*)	–
5 years of service:		
1 week	4	(*)
Over 1 and under 2 weeks	2	2
2 weeks	65	58
Over 2 and under 3 weeks	(*)	11
3 weeks	25	29
Over 3 and under 4 weeks	3	1
10 years of service:		
1 week	1	–
Over 1 and under 2 weeks	(*)	(*)
2 weeks	19	10
Over 2 and under 3 weeks	2	2
3 weeks	62	76
Over 3 and under 4 weeks	2	8
4 weeks	11	4
Over 4 and under 5 weeks	(*)	–
5 weeks	1	–
15 years of service:		
1 week	(*)	–
Over 1 and under 2 weeks	(*)	–
2 weeks	8	4
3 weeks	48	48
Over 3 and under 4 weeks	–	5
4 weeks	38	43
Over 4 and under 5 weeks	2	1
6 weeks	2	–
20 years of service:		
1 week	(*)	–
2 weeks	6	4
3 weeks	31	26
4 weeks	32	54
Over 4 and under 5 weeks	2	1
5 weeks	25	15
Over 5 and under 6 weeks	(*)	(*)
6 weeks	1	–
7 weeks	(*)	–
25 years of service:		
1 week	(*)	–
2 weeks	6	4
3 weeks	25	26
4 weeks	28	40
Over 4 and under 5 weeks	2	1
5 weeks	23	25
Over 5 and under 6 weeks	(*)	(*)
6 weeks	13	4
7 weeks	(*)	–
30 years of service:		
1 week	(*)	–
2 weeks	6	4
3 weeks	25	26
4 weeks	28	40
Over 4 and under 5 weeks	2	1
5 weeks	20	23
Over 5 and under 6 weeks	(*)	(*)
6 weeks	16	7
7 weeks	(*)	–
Maximum vacation available:		
1 week	(*)	–
2 weeks	6	4
3 weeks	25	26
4 weeks	28	40
Over 4 and under 5 weeks	2	1
5 weeks	20	23
Over 5 and under 6 weeks	(*)	(*)
6 weeks	16	7
7 weeks	(*)	–

[1] Includes basic plans only. Excludes plans such as vacation bonus, vacation-savings, and those plans which offer extended or 'sabbatical' benefits beyond basic plans to workers with qualifying lengths of service. Typical of such exclusions are plans in the steel, aluminum, and can industries.

[2] Includes payment other than 'length of time,' such as percentage of annual earnings or flat-sum payments converted to an equivalent time basis; a payment of 2 percent of annual earnings was considered as 1 week's pay. Periods of service were chosen arbitrarily and do not necessarily reflect individual provisions for progression. For example, the changes in proportions at 10 years' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

* Less than 0.5 percent.

Note: Because of rounding, sums of individual items may not equal totals.

Table 4. Insurance, health, and retirement plans offered to full-time workers in Macon-Warner Robins, GA, December 1988

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments offering at least one of the benefits shown below[1]	96	99
Life insurance	95	98
Noncontributory plans	82	82
Accidental death and dismemberment insurance	75	61
Noncontributory plans	64	48
Sickness and accident insurance or sick leave or both	83	98
Sickness and accident insurance	66	55
Noncontributory plans	59	50
Sick leave (full pay and no waiting period)	28	78
Sick leave (partial pay or waiting period)	3	14
Long-term disability insurance	20	65
Noncontributory plans	15	54
Hospitalization, surgical, and medical insurance	96	99
Noncontributory plans	64	50
Health maintenance organizations	2	10
Noncontributory plans	1	9
Dental care	68	81
Noncontributory plans	51	43
Vision care	18	22
Noncontributory plans	15	22
Alcohol and drug abuse treatment	66	79
Noncontributory plans	53	42
Hearing care	2	1
Noncontributory plans	2	1
Retirement plans	81	91
Noncontributory plans	73	83
Pension	71	82
Noncontributory plans	68	81
Lump sum	12	10
Noncontributory plans	5	3
Other	1	(2)
Noncontributory plans	–	–

[1] Estimates listed after type of benefit are for all plans for which at least part of the cost is borne by the employer. "Noncontributory plans" include only those financed entirely by the employer. Excluded are legally required plans such as workers' compensation, Social Security, and railroad retirement.

[2] Less than 0.5 percent.

Note: Establishments providing more than one type of retirement plan (e.g., an annuity and a lump sum payment) may cause the sums of the separate plans to be greater than the total for all retirement plans. "Other" retirement plans provide for a fixed number of payments after which payments are discontinued.

Table 5. Establishments and workers within scope of survey and number studied in Macon-Warner Robins, GA,[1] December 1988

Industry division[2]	Minimum employment in establishments in scope of survey	Number of establishments		Workers in establishments				
		Within scope of survey[3]	Studied	Within scope of survey				Studied[4]
				Total[4]		Full-time production and related workers	Full-time office workers	
				Number	Percent			
All divisions	50	193	84	38,098	100	24,341	3,805	25,377
Manufacturing	50	61	28	18,360	48	15,503	965	12,838
Nonmanufacturing[5]	50	132	56	19,738	52	8,838	2,840	12,539

[1] The Macon Metropolitan Statistical Area, as defined by the Office of Management and Budget through October 1984, consists of Bibb, Houston, Jones, and Peach Counties. The "workers within scope of survey" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

[2] The 1972 edition of the *Standard Industrial Classification Manual* was used to classify establishments by industry division. All government operations are excluded from the scope of the survey.

[3] Includes all establishments with total employment at or above the minimum limitation. All outlets (within a metropolitan area or nonmetropolitan county) of nonmanufacturing companies are considered as one establishment when located within the same industry division.

[4] Includes executive, professional, part-time, and other workers excluded from the separate production and office categories.

[5] Includes transportation, communication, and other public utilities (excluding taxicabs and services incidental to water transportation); wholesale trade; retail trade; finance, insurance, and real estate; hotels and other lodging places; personal services; business services; automotive repair services and garages; motion pictures; membership organizations (excluding religious organizations); and miscellaneous services. Major industries excluded from this survey are agriculture; mining; construction; and some services (notably educational institutions and medical services).

Area Wage Survey Summaries

The following areas are surveyed periodically under contract to the Employment Standards Administration of the U.S. Department of Labor for its use in administering the Service Contract Act of 1965. Reports on the surveys shown below are available at no cost from any of the Bureau's regional offices while supplies last.

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[1] In 1988, this area is scheduled to be surveyed under the Bureau's regular area wage survey program.

[2] Scheduled to be surveyed in this program for the first time in 1988. In 1986, the area was surveyed under the Bureau's regular area wage survey program.

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